Versant®
Healthcare Competency Solutions

A NEW ERA IN HEALTHCARE

Fundamentally transforming outcomes by developing every nurse's ability to provide safe, efficient, competency-based care

Health system turnover

The rapid changes occurring in the market, the complex needs of an aging population and advances in diagnosis and treatment of ill patients, have produced an unprecedented demand for a highly trained, specialized nursing workforce. To make matters worse, experienced clinicians are exiting the healthcare market at an increased rate.

On average,
33% of nurses
leave yearly.[3]

Patient safety

20-40%
of HAIs are from hospital staff.[5]

Since the Josie King case at Johns Hopkins in 2001,[1] when a medical error led to the death of an 18-month-old child, health systems across the nation have begun to openly address safety and quality of care issues. Through various efforts, these organizations have sought to improve quality outcomes, aiming to reduce medical errors that research suggests are the third leading cause of death in the U.S.[2]
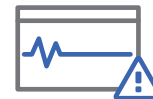
250,000
deaths annually from medical errors[3]

Workforce shortage

While health systems work to improve patient safety, another challenge is emerging. Since 2010, roughly 60,000 RNs have exited the market each year, and by the end of the decade more than 70,000 RNs are set to exit the workforce annually.[3] By 2030, an estimated 1 million RNs will retire resulting in a workforce shortage and decrease in medical knowledge and expertise. While the shortage poses a threat to knowledge assets, the financial cost is also real. The estimated cost of turnover is 1.2 - 1.3 times the salary of an exiting nurse.[4]

An estimated
1.2x salary cost
for a nurse turnover.[4]

[1] https://nam.edu/burnout-among-health-care-professionals-a-call-to-explore-and-address-this-underrecognized-threat-to-safe-high-quality-care/
[2] No Room for Error. Hopkins Medicine.
[3] Makary Martin A, Daniel Michael. Medical error-the third leading cause of death US BMJ2016
[4] https://www.healthaffairs.org/do/10.1377/hblog20170503.059894/full/
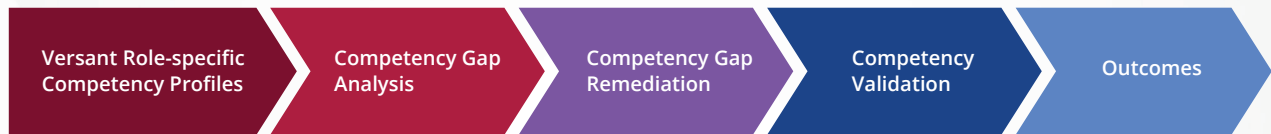[5] Weber,D.J., Rutala,W.A., Miller, M.B.Huslage K., Sickbert-Bennett,E. (2010). Role of hospital surfaces in the trasmission of emerging health care-associated pathogens, norovirus, Clostridium difficile, and Acinetobacter species. Am J Infect Control 38 (5 Suppl 1), S25-33. Doi.10.1016/j.ajic.2010.04.196

A NEW ERA OF WORKFORCE COMPETENCY

Versant is the only competency-based solution that validates all nurses across the continuum of care at the point of care

VERSANT'S COMPETENCY-BASED SYSTEM ™

Versant Role-specific Competency Profiles ➤ Competency Gap Analysis ➤ Competency Gap Remediation ➤ Competency Validation ➤ Outcomes

Versant Competency-Based Solutions provide a systemic approach to:

- Measuring and evaluating clinical competencies of all nurses
- Training nurses to remediate competency gaps at the point of care
- Onboarding and transitioning nurses to competent clinicians
- Transitioning experienced nurses into a new specialty area of practice
- Tracking outcomes to demonstrate, in real time, program effectiveness

Nurse Competency Management		Financial Outcomes Goals	Quality & Safety Outcomes Goals
Transition to Practice	Using a proprietary competency-based system, we can help with practice transitions across the continuum of care to include new grad residency, transiton fellowships for experienced RNs, and advanced practice fellowships.	• Drive savings through retention efficiencies • Reduce recruiting resources • Increase continuum of care efficiencies	• Assess, remediate, and validate nurse competency at the point of care • Reduce medical errors • Enhance patient satisfaction and quality of care
Professional Development	Our role development program creates nurse leaders. The ability to identify and train individual preceptors can help you increase the competency of others at the point of care which reduces cost and improves the quality and safety of care.	• Improve nurse satisfaction and long-term retention • Repurpose nurse leader impact • Serve higher patient census more effectively	• Ensure evidence-based practice to prevent medical errors • Increase competency levels across the continuum of care for all nurses
On-Going Competency Management	Our single, integrated platform can help track workforce competency assessment, remediation and validation across the continuum of care, which can have an impact on the bottom line.	• Minimize workforce turnover expenditures • Improve staff to traveler ratios • Ensuring competency currency for the entire workforce	• Maximize safety standards compliance • Ensure competency validation for improved retention and satisfaction

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